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STATEMENT OF GOALS, PRINCIPLES AND STANDARDS
FOR CIA

PURPOSE. To provide the best and unbiased national intelligence possible in a timely manner, with a professional approach, and with total objectivity.

ORGANIZATION. Instill a more integrated systems approach and interactive culture within our organizational behavior.

Improve the overall decision-making process.

Establish a realistic overview of resources vs. objectives.

Improve coordination of efforts consistent with mutually determined objectives.

ETHICS. Beyond the awareness and the legality and the ethical nature of our methodologies, instill and reinforce a greater sense of pride in their utilization.

PEOPLE. Acquire quality employees - maximize utilization of talents and abilities - and encourage self actualization.

Establish a greater employee sense of belonging and multi-directional feeling of mutual trust.

Instill employee awareness of availability of personal, intellectual, and professional growth, and flexibility of job opportunities within the Agency community.

Assess the impacts of quality of transportation, services, and related work environment upon Agency employees in order to identify benefits, to correct problems, and to make adjustments.

MANAGEMENT. Trust employees to stimulate fostering of organizational objectives.

Motivate employees to be creative and take initiative.

Instill in employees a feeling of confidence and desire to excell.

Encourage and reward risk taking.

Reduce and overcome the inertia of the bureaucratic process.

Overcome "Crisis Management" by being less reactive and becoming more pre-active through increased emphasis upon dynamic pre-planning within the systems structure of overall objectives.

Provide individual employee identity and motivation through recognition and public identification of employee contributions.

Provide dual career and rewards tracks for management and for uniquely or multi-skilled employees.

Reduce the trend for accelerated year-end spending and reward employees for saving dollars rather than perpetuating spending all of an allocated budget.

MEASURE OF RESULTS. By timeliness of the best available response relative to a snap-shot-in-time-need involving the sense of urgency, the available time and resources, and the inherent perishability of and need for the desired product.

7, By the increased utilization of advanced technologies in support methodologies in addition to those methodologies utilized in collection and analysis.

STANDARDS. Honesty----deal with the facts.

All established standards to be applied uniformly and with consistency. (Eliminate basis for a dual standard.)